

VPCCECM  
SYBCOM Semester End Assessment (Regular/Repeat)

APRIL 2023

Course Title: Compensation Management

Course Code: UCOG146

Category: Generic Elective

Semester: IV

Max Marks: 80

Duration: 2 Hours

Instructions:

1. The question paper contains 6 questions
2. All questions are compulsory
3. Answer Q.1 & Q.2 in not more than 100 words
4. Answer Q.3 to Q.6 in not more than 400 words
5. Figures to the right in brackets indicate maximum marks

Q. No. 1 Write a short note on **any four** of the following

(4 X 4 = 16)

- a Equity Theory
- b Job Evaluation
- c Benefits of employee performance evaluation
- d Set On & Set Off
- e Duties of the employer regarding the payment of bonus
- f Objectives of Workmen's Compensation Act 1923.

Q. No. 2 Write a short note on **any four** of the following

(4 X 4 = 16)

- i Factors in Setting Basic Pay
- ii Dearness Allowance and its types
- iii Employee Stock Ownership Plan
- iv Objectives of Fringe Benefits & Retirement Benefits
- v Rights of employees regarding the bonus
- vi Reinforcement and Expectancy Theory

Q. No. 3 Answer **any one** of the following

(1 X 12 = 12)

- A Explain the Consequences of Dissatisfaction with Compensation.
- B Explain any Six Principles of Compensation Management.

Q. No. 4 Answer **any one** of the following (1 X 12 = 12)

- C Explain the Payment of Bonus Act, 1965.
- D Explain the challenges of Compensation Design.

Q. No. 5 Answer **any one** of the following (1 X 12 = 12)

- E Explain four types of time base incentive plans.
- F Profit sharing including its features and Schemes.

Q. No. 6 Answer **any one** of the following (1 X 12 = 12)

- G It's essential to have a strategic compensation approach, as the costs are a **significant** expense for businesses. Explain.
- H Distinguish between Job Evaluation and Performance Appraisal.

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